

4-13

MEMORANDUM FOR: Executive Director

FROM: Hugh E. Price
Director of Personnel

SUBJECT: DDS&T Proposal for Pilot Productivity Initiative

REFERENCE: Memo for DCI fm DDS&T, dtd 31 Mar 88, same subject

Jim

1. I have read with great interest, and generally endorse, the initiative proposed by the Deputy Director for Science and Technology. As you know, the Office of Personnel has long supported the concept of simplified and decentralized personnel management and I feel a test program such as this is the right way to go. Indeed, I believe it to be congruent with some work we already have underway to simplify and decentralize the position classification process and to build models for managing to budget. I, therefore, not only endorse the proposal, but would very much like to participate in its implementation and would offer some suggestions as to how we might work with the DDS&T toward making the experiment a success.

2. With respect to implementing a test program, I believe the following should be considered:

a. There are pros and cons for adopting parts of an office, an entire office or an entire occupation as pilot programs for this type of an initiative. We would like to share our thoughts and findings on this particular aspect of the proposal before the final decision is made as to which way to go.

b. Our Agency administers its budget by organization (component), but administers promotions, assignments and other personnel actions by Career Service or Career Sub-group. This presents some anomalies in delegating certain authorities to component managers which impact on personnel assigned to their components who are not part of the component's Career Service (or vice versa). We do not suggest that this is an insurmountable barrier to the proposal, but would like the opportunity to propose several ways to approach this particular problem.



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c. The proposed system should be able to withstand careful scrutiny as to maintenance of internal (Agency) equity with regard to position classification and equal pay for equal work. The Office of Personnel can work with component management to ensure that this is the case.

d. We are developing a prototype computer system designed to assist managers in making decisions with regard to promotions, step increases and other actions affecting personal services funds. We would be more than willing to provide DDS&T with the prototype and assist in its operation during the pilot program.

3. In summary, I support the proposal and recommend that a working group comprised of representatives from the S&T, Office of Personnel and the Comptroller be established to set the program in motion. I would like to offer the services of [] Chief, Planning and Component Support Division, as a referent for any questions or consultation before, during and after implementation of the program. [] has been closely associated with all of our efforts to simplify and decentralize the system, and his insights and experience could be of value to the project. I am very optimistic with regard to the success of the project and believe that this will be a important step in improving the Agency's overall human resource system.

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Hugh E. Price